connect | grow | serve

Senior Pastor

Opportunity Profile

Three Lakes
Evangelical Free Church

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715-546-2000 | www.tlefc.org

Hello, and welcome!

We, the congregation of Three Lakes Evangelical Free Church, are searching for our next senior pastor. We invite you to sit down, read more about us and prayerfully consider TLEFC. Three Lakes is a wonderful place to live, worship and serve, and we hope that, through these materials, you'll begin to understand our community and its unique ministry needs.

TLEFC has a mission to CONNECT people to God, GROW them to be like Christ and equip them to SERVE others.

We are searching for a leader who is authentic (open about personal struggles of living for Jesus), relational (reaches out to engage people relationally), and a gifted preacher who focuses on living out the Christian faith in a hostile culture.

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OUR MISSION FIELD

Located in the heart of the Wisconsin Northwoods, Three Lakes is surrounded by lakes, national forests and plenty of wildlife. About 2,100 residents call Three Lakes their year-round home, but in the summer, our community swells to more than 10,000 as vacationers and summer residents flood the area. We are proudly known for our 28 lakes, which make up the largest inland chain of freshwater lakes in the world. In the summer, you'll hear boat motors humming across the water as fishermen, skiers, recreational boaters and more enjoy our vast natural resources. Three Lakes also sits on the western edge of the Chequamegon-Nicolet National Forest, which offers scenic bicycling, hiking, camping and hunting opportunities.

In the winter, it's not uncommon to find yourself next to snowmobiles at the gas station. Snowmobiling brings in most of our winter tourism, but we also have plenty of options for silent sports, especially cross-country skiing and snowshoeing on the 10-mile long Three Eagle Trail. Three Lakes is indeed an outdoor activities paradise.

Downtown Three Lakes is lined with gift shops, restaurants and other small businesses. Although tourism drives the economy of Three Lakes, we also support some light manufacturing, a winery, an arts center and many retail businesses. Our awarding-winning school district enrolls about 500 students and offers personalized education along with plenty of athletic and extracurricular opportunities.

WHO WE ARE

In the 1950s, a group of individuals, including Edith Edman, the wife of the president of Wheaton College, began praying earnestly for a church for Three Lakes. Those prayers were answered in 1984, when TLEFC officially began meeting as a church plant from Conover Evangelical Free Church, and the present building was completed in 1986. TLEFC is now one of four Evangelical Free churches located in Vilas and Oneida counties. We have always maintained a relationship with HoneyRock, Wheaton College's Outdoor Center for Leadership Development. We have had four senior pastors and five youth pastors, and we are currently led by Interim Pastor Scott Roen and Youth and Family Pastor Ian Stewart.

Our church is staffed by a full-time senior pastor, full-time youth and family pastor, part-time secretary and part-time custodian. Our worship team is made up of volunteers who are overseen by a worship committee. Our annual budget is about $250,000.

150
average attendance

62%
attendees over age 50

50%
attendees who have come for at least 10 years

85%
attendees with at least some post-secondary education

80%
married

30%
children at home

WHO WE ARE

Mission

We exist to connect people with God through Jesus Christ, grow to be like Christ, and serve others.

Our Vision

We fulfill our mission by being intentional (thoughtful about what we do and don't do), missional (focused on the community, not ourselves), simple (so people can live balanced lives) and irresistible (because of our love for people).

Current Strengths

Our congregation consists of many seasoned, spiritually mature believers, and we see many healthy intergenerational relationships within the church. Our members serve well and participate heavily in community groups. We enjoy a strong relationship with Three Lakes School District, where we reach more than 25 percent of the elementary students through our Fun Club program. We are also financially sound with no mortgage and a solid track record of meeting our budget goals year over year.

Current Opportunities for Growth

- Attract more young people to create a healthy young adult community
- Develop strategies to win and disciple those who come into our sphere of influence
- Embrace and nurture our unique seasonal populations
- Effectively plug-in regular attendees to ministry opportunities

Preferred Future

- Be known throughout Three Lakes and the surrounding communities for an authentic, relevant, Bible-centered pulpit ministry with vibrant worship
- Be a growing church, both numerically and in maturity and impact, with the associated building(s) and staff necessary to support such a ministry
- Create a culture that emphasizes relational community, outreach and service.
- Enhance advancement of the Gospel in the Northwoods through relational and servant evangelism

SENIOR PASTOR OPPORTUNITY PROFILE

We are searching for a leader who models and inspires authentic living and communicates the truths of the Bible in ways that are relevant and engaging to all generations.

Qualifications

- A man with a heart for God's Word and a passion to make Scripture relevant to life issues faced by all generations.
- He must have a love for people that communicates care and draws them into the body of Christ.
- He must be able to lead the congregation by casting a compelling vision and empowering everyone to find a ministry role.
- He must have a relational presence in Three Lakes and the surrounding communities, promoting TLEFC as a place for refuge, belonging and growth.

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Essential Characteristics

- Authentic. Open about personal struggles in living for Jesus, honest about difficult issues of faith and culture, and clearly practices what he preaches.
- Relational. Friendly and likable, reaches out and seeks to engage people relationally.
- Gifted preaching style that focuses on relevant topics, using a mix of teaching and preaching in each sermon.
- Integrity.
- Honest, humble, accountable and above reproach.

Accountability

Overall accountability is to the TLEFC congregation. Day-to-day accountability is delegated to the church board. A personal accountability relationship is expected.

SENIOR PASTOR OPPORTUNITY PROFILE

Overview of Duties and Responsibilities

- Leadership and vision-casting in response to changing times
- Preaching and teaching
- Leadership development and empowerment for ministry and service
- Counseling
- Administrative oversight of staff, program, spending and church health

Search Process

A pastoral search team is actively engaged in the process, using electronic matching tools and networking to find potential candidates. The search team will review applicants, narrow the field by criteria based on congregational input, and make recommendations to the church board. The search team may conduct interviews with candidates; they will evaluate demonstration video and/or audio recordings and will conduct reference checks. The church board will decide which candidate(s) will be invited for a candidating weekend and will only consider one candidate at a time. At the conclusion of a candidating weekend, the church board will make a recommendation to the congregation about extending a call. If approved by the congregation, the board will extend an offer to the candidate.

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Additional Documents

- Senior Pastor Ministry Description
- Statement of Faith
- TLEFC Guiding Principles

To Apply:

- Submit a cover letter and resume to searchcommittee@tlefc.org.

Return instructions will be given via email, and the screening process will begin immediately.